

SES providers must meet all *applicable* federal, state and local health, safety and civil rights laws including:

Emergency procedures

- In accordance with Wis. Stats. 118.07(2)(a) and 118.07(1) the SES provider must have safety and emergency evacuation procedures, including access to first aid kits.

Discipline Procedures

- In accordance with Wis. Stats. 120.13 (1) (a) 118.31(1) 118.32 the SES provider has classroom discipline procedures that include criteria for student behavior, procedures for removal of pupils from the classroom when necessary, and parent notification. The procedures prohibit corporal punishment and strip searches.

Procedures for Administration of Medication

- In accordance with Wis. Stats 118.29 (4) 118.291 the SES provider has a written policy regarding the administration of medication to students, including asthmatic inhalers.

Hiring Procedures

- In accordance with Title VII of the Civil Rights Act of 1964, an SES provider with 15 or more employees has a policy or procedures in place prohibiting employment discrimination based on race, color, religion, sex or national origin.
- In accordance with the Equal Pay Act of 1963 (EPA), the SES provider has a policy or procedures in place which protect men and women who perform substantially equal work in the same establishment from sex-based wage discrimination.
- In accordance with the Age Discrimination in Employment Act of 1967 (ADA), an SES provider with 20 or more employees has a policy or procedures in place which protect individuals who are 40 years of age or older.
- In accordance with Title I and Title V of the Americans with Disabilities Act of 1973 (ADA), an SES provider with 15 or more employees has a policy or procedures which prohibit employment discrimination against qualified individuals with disabilities.
- In accordance with Wis. Stats. 343.12(6)(a) and Wis. Stats. 343.12(6)(a), the SES provider has a system in place for conducting background checks and requires health examinations of all employees working with students.

Certificate of Occupancy

- The SES provider must hold a current certificate of building occupancy to ensure compliance with current health and safety codes.

Pupil Discrimination

- Under Title III of the ADA, which is enforced by the U.S. Department of Justice, private providers that operate in places of public accommodation (except for religious entities) must make reasonable modifications to their policies, practices, and procedures to ensure nondiscrimination on the basis of disability, unless to do so would fundamentally alter the nature of the program. Likewise, these providers must take those steps necessary to ensure that students with disabilities are not denied services or excluded because of the absence of auxiliary aids and services, unless taking those steps would fundamentally alter the nature of services or would result in an undue financial burden (i.e., significant difficulty or expense).
- The SES provider will not deny services to any student based on pre-test scores or other related academic performance results.

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